# NHS Circular: PCS(ESM)2024/2

## The Scottish Government

Health Workforce Directorate
Pay, Practice and Partnership Division



## PAY AND CONDITIONS OF SERVICE EXECUTIVE AND SENIOR MANAGEMENT PAY 2024-25

#### **Summary**

- 1. This circular announces the pay arrangements for 2024-25 in respect of the Executive and Senior Management (ESM) cohorts.
- 2. The details are as follows:
  - a) A 5.5% percentage uplift to all ESM pay rates from 1 April 2024.
  - b) Consolidated pay progression within the pay ranges, based on performance markings for 2023-24, should also be applied from 1 April 2024. The figures to be applied in 2024-25 will be published once markings have been ratified through the National Performance Management Committee process.
  - c) Staff whose performance is rated unacceptable in 2023-24 are not entitled to any pay increase or pay progression.
- 3. These pay arrangements are mandatory for all staff in the Executive and Senior Management cohorts in NHS Scotland territorial and special NHS Boards.

08 November 2024

#### Addressees

#### For action

Chairs,
Chief Executives,
Directors of Finance,
Directors of Human Resources:
NHS Boards and Special Health
Boards, NHS National Services
Scotland (Common Services
Agency) and Healthcare
Improvement Scotland

#### For information

Members of the NHSScotland Scottish Partnership Forum

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#### **Enquiries to:**

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### **Action**

- 4. Chairs and Chief Executives should ensure that:
  - the terms of the Direction and Schedule 1 are actioned in their employing authority;
  - this letter is copied to their Local Partnership Forum for information; and
  - they make their own arrangements for additional copies of this letter which can be viewed at <a href="https://www.sehd.scot.nhs.uk">www.sehd.scot.nhs.uk</a>.

Yours sincerely

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Jane Hamilton

**Deputy Director** 

Health Workforce

Pay, Practice and Partnership Division

#### The Scottish Government

Health Workforce Directorate Health Workforce Pay, Practice and Partnership Division



## NATIONAL HEALTH SERVICE (SCOTLAND)

# EXECUTIVE AND SENIOR MANAGEMENT GRADES (REMUNERATION AND CONDITIONS OF SERVICE DIRECTION)

- 1. Scottish Ministers, in exercise of the powers conferred on them by Section 105(7) of, and paragraph 5, of Schedule 1, paragraph 7 of Schedule 5 and paragraph 6(1) of Schedule 7A to the National Health Service (Scotland) Act 1978 (as amended) hereby give the following Direction.
- 2. This Direction may be cited as the "Executive and Senior Management Grades (Remuneration and Conditions of Service Direction) 2024", and is given to all NHS Scotland territorial and special NHS Boards.
- 3. All Boards should apply the provisions detailed in Schedule 1 to this Direction.

Jane Hamilton

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**Deputy Director** 

Health Workforce

Pay, Practice and Engagement Division

08 November 2024

#### SCHEDULE 1

## EXECUTIVE AND SENIOR MANAGEMENT COHORTS PAY ARRANGEMENTS 2024/25

## **Pay Ranges**

1. The minima and maxima of pay ranges A to I are uplifted by 5.5%. The pay ranges applying from 1 April 2024 are given below.

Pay Ranges Effective from 1 April 2024		
Grade	Pay Range Minima	Pay Range Maxima
А	£59,572	£79,350
В	£67,804	£90,127
С	£76,879	£99,761
D	£86,094	£110,296
E	£96,982	£124,871
F	£106,955	£141,596
G	£121,036	£160,787
Н	£137,195	£182,808
I	£155,737	£208,078

### **Basic Award**

2. All staff will receive a percentage uplift of 5.5%, unless performance is rated as unacceptable in which case no increase is payable. The basic pay award should be applied as soon as possible.

## **Consolidated Performance Related Pay**

3. In addition to the percentage pay increase set out in paragraph 2, consolidated pay progression within the pay ranges based on performance markings for 2023-24, should be applied with effect from 1 April 2024. The percentages to be applied are adjusted slightly each year to conform to Scotland's Public Sector Pay Policy and the figures to be applied in 2024-25 will be published once all the markings have been ratified through the National Performance Management Committee process.

### **Staff on Protection**

- 5. Employees on personal protection who are at their maximum personal salary are eligible for a 5.5% increase of their current salary, pro-rata for part time staff. This consolidated uplift is payable from 1 April 2024, unless their performance is rated "unacceptable" in which case no increase is payable.
- 6. Employees on personal protection who are not at their maximum personal salary should have the value of their maximum personal salary increased by 5.5% percentage points. Performance based pay progression should be applied in accordance with the further guidance to be published as indicated above, subject to maximum personal salaries not being exceeded.